

Dietrich School District

406 North Park Dietrich ID 83324 | 208-544-2158 | nealh@sd314.k12.id.us

September 20, 2013

John Hancock or whomever it may concern
Differential Pay Plan

Dear Mr. John Hancock or whomever it may concern:

I am writing on behalf of Dietrich School District. I have enclosed a copy of our District Differential Pay Plan. As a district we have chosen to use a share based system to determine how we will award our funds to all our staff. Our Plan consists of only certified staff. The reason that we chose this is due to the fact that we provided all our classified staff a pay raise last year. Therefore, we did not feel the need to include them in the current year Differential Pay Plan. If you have any questions regarding our Plan please feel free to contact me either by email or phone.

Sincerely,

**Neal Hollingshead
Nealh@sd314.k12.id.us
Dietrich School District
Enclosed**

Grades K-3 Performance Indicators

		1st Grade	2nd Grade	3rd Grade
Grade Level:	Kindergarten			
Performance				
Tool:*	IRI Fall	IRI Fall	IRI Fall	IRI Fall
Assessment Skill :	IRI Spring	IRI Spring	IRI Spring	IRI Spring
Time:	% Increase in the # 1 from fall to the # 3's in Spring IRI			

Growth rate from the fall to spring assessment

Share amount	A: Percent Benchmark Proficiency % Levels				B: Growth rate
	Kindergarten	1 st grade	2 nd grade	3 rd grade	K-3
1	60(+)	80 (+)	85 (+)	70 (+)	7.0% (+)
0.9	50	70	75	60	6.75%
0.8	49	69	74	59	6.50%
0.7	48	68	73	58	6.25%
0.6	47	67	72	57	6.00%
0.5	46	66	71	56	5.75%
0.4	45	65	70	55	5.50%
0.3	44	64	69	54	5.25%
0.2	43	63	68	53	5.00%
0.1	42	62	67	52	4.75%
0	41	61	66	51	4.50%

Principal will receive the average of the K-6 teachers not to exceed 1.0 full unit

Counselor will receive the average of all the teachers not to exceed 0.5 unites

Teachers will receive no more than 1 full unit

Grades 4-6 Math Performance Indicators

Grade Level:	4th	5th	6th
Performance Tool:*	Saxon Pre test Saxon Post Test	Saxon Pre Test Saxon Post Test	Saxon Pre Test Saxon Post Test
Assessment Skill :			
Increase	Growth for 0.5 shares will show increase of 7% between pre and post Assessment		

Prorated Share Amounts:	Increase of 7% between pre/Post assessment	
Share Amount	Differential Pay Based on 100% Proficiency	
1	100%	
0.75	75%	
0.5	50%	
0.25	25%	

Grades 4-6 Reading Performance Indicators

Grade Level:	4th	5th	6th
Performance Tool:*	CBM	CBM	CBM
Assessment Skill :	CBM Avg. 135	CBM Avg. 145	CBM Avg. 155
Increase	each grade level will meet target of 135,145, 155 to receive .25 shares		

Grades 4-6 Reading Performance Indicators

Grade Level:	4th	5th	6th
Performance Tool:*	Maze	Maze	Maze
Assessment Skill :	Maze Avg. 20	Maze Avg 25	Maze Avg 36
Increase	Each grade level meet target of 20,25,36 to receive .25 shares		

In order to receive .50 shares teachers must meet the above requirements in reading.

Principal will receive the average of the K-6 teachers not to exceed 1.0 units
Counselor will receive the average of all the teachers not to exceed 0.5 units
Teacher will receive no more than 1.0 share between math and reading

Grades 7-12 Performance Indicators

Grade Level:	7th	8th	9th	10th	11th	12th
Performance Tool:*	Pretest	Pretest	Pretest	Pretest	Pretest	Pretest
Assessment Skill :	Post Assessment	Post Assessment	Post Assessment	Post Assessment	Post Assessment	Post Assessment
Time:	Show 7.5% growth between pre and post test					

Pro-Rated Share Amounts

Growth Rate	Share Amount
7.5% increase between Pre/Post assessment	1 Share
5% increase between Pre and Post assessment	0.5 share

Principal will receive the average of the 7-12 grade teachers not to exceed 1 full unit.
 Counselor will receive the average of all the teachers not to exceed 0.5 units
 Teachers will receive no more than 1.0 share amount